WELS Mentor Forum

10-25-12

WLSTC at WLHS

1:30 – 2:30 pm

Connecting: Connecting Partners Reflect on Feedback

Purpose: To revisit/reflect on mentor language

Learning: Communication and Technology

Purpose: To solidify e-tools

Learning: Communication and Coaching Partners

Purpose: To purposefully practice mentor language in a supportive system

Management: Future Mentor Forums

Dates: January 26, 2013 and April 4, 2013

Place: ???

Closing: Reflective Planning

Coaching/Feedback Practices

“Working in the coaching zone should be the *first option* leaders use when they work with people. Coach-like leaders believe in others’ abilities to grow and excel. They communicate through their coaching conversations that they see themselves as partners…Leaders who are coach-like leave others feeling confident in themselves and appreciative of the support of their team.”

~ Adapted from Cheliotes, L. and M. Reilly. (2010). *Coaching Conversations:* *Transforming Your School One Conversation at a Time.* Corwin: Thousand Oaks. CA.

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| Supervising Zone | Mentoring Zone | Coaching Zone |
| Give advice: give the answer  Give advice: by asking “loaded questions” | Teaching  Offering options | Creating awareness  Designing actions  Planning and goal setting  Monitoring progress  Celebrating success |

Time spent to make a difference:

Supervising zone ~ 5%

Mentoring zone ~ 10%

Coaching zone ~ 85%

(Adapted from Session 16B: How to Walk Our Talk: Coaching Our Coaches. NTC Symposium, February 5-7, 2012)

Parallels to I-C-F framework